Position Specification

Rochester Institute of Technology

Dean, B. Thomas Golisano College of Computing and Information Sciences

October 11, 2015
POSITION SPECIFICATION

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<th>Position</th>
<th>Dean, B. Thomas Golisano College of Computing and Information Sciences</th>
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<td>Institution</td>
<td>Rochester Institute of Technology</td>
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<td>Location</td>
<td>Rochester, New York</td>
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<td>Reporting Relationship</td>
<td>Dr. Jeremy Haefner</td>
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<td>Provost and Senior Vice President for Academic Affairs</td>
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<td>Website</td>
<td><a href="http://www.rit.edu">www.rit.edu</a></td>
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THE OPPORTUNITY

Rochester Institute of Technology, one of the largest private universities in the nation, is seeking applications and nominations for the position of Dean of the B. Thomas Golisano College of Computing and Information Sciences. This position offers an exceptional opportunity for an energetic and visionary leader to partner with members of the talented faculty, student body, staff, and broader institute and national community to teach, promote, and reflect the value of the significant and integral role computing and information sciences disciplines play in today’s complex world. RIT is a place where brilliant minds assemble and collaborate, where they pool together their individual talents across disciplines in service of big projects and big ideas. It is a vibrant community teeming with students collaborating with experts and specialists: a hub of innovation and creativity. It is an intersection of disciplines, a launching pad for a brilliant career, and a highly unique state of mind. At RIT, the future is envisioned each day. And remade each day after. Dr. William W. Destler became president of Rochester Institute of Technology in 2007. He is the ninth president in the university’s 186-year history. Dr. Jeremy Haefner was appointed Provost and Senior Vice President for Academic Affairs at RIT in July 2008.

Rochester Institute of Technology

Founded in 1829, Rochester Institute of Technology is a privately endowed, coeducational university with nine colleges emphasizing career education and experiential learning. The campus occupies 1,300 acres in suburban Rochester, the third-largest city in New York state. RIT also has international locations in Eastern Europe, Dubai, and China. The RIT student body consists of approximately 15,400 undergraduate and 3,200 graduate students. Enrolled students represent all 50 states and more than 100 countries. There are 3,200 students from different racial and ethnic backgrounds, and 2,685 international students enrolled. RIT alumni number more than 114,000 worldwide. RIT is an internationally recognized leader in preparing deaf and hard-of-hearing students for successful careers in professional and technical fields. The university provides unparalleled access and support services for the more than 1,200 deaf and hard-of-hearing students who live, study, and work with hearing students on the RIT campus.

Cooperative education is integral to the mission of RIT, providing paid career-related work experience in many degree programs. RIT has the fourth-oldest and one of the largest cooperative education programs in the world, annually placing more than 4,100 students in more
than 6,100 co-op assignments with more than 2,100 employers across the United States and overseas. For more than 30 years, RIT has been recognized for educational quality and value in U.S. News & World Report. RIT has traditionally been listed among the top 10 regional universities since the magazine started its annual ranking of colleges in 1983. For more information on RIT rankings and recognition, visit www.rit.edu/overview/rankings-and-recognition.

The B. Thomas Golisano College of Computing and Information Sciences

RIT features one of the most comprehensive computing colleges in the nation, the B. Thomas Golisano College of Computing and Information Sciences (GCCIS). RIT has been at the forefront of computing since launching a computer science program more than 40 years ago. Continuing a tradition of innovation, RIT consistently has anticipated developments in the computing field. GCCIS has responded by designing academic programs flexible enough to keep up with changing demands, yet focused enough to develop the computing expertise required today. For example, RIT was the first university in the nation to offer baccalaureate degree programs in information technology (1991) and software engineering (1996), a minor in free and open source software and free culture (2014), and introduced one of the nation’s first dedicated schools in interactive games and media (2009) and computing security departments (2013).

In addition to outstanding academic programs, GCCIS showcases cutting-edge innovation and renowned faculty who are passionate about their work. While GCCIS is at the heart of computing and information sciences at RIT, it also collaborates with five other RIT colleges to offer nine additional bachelor of science degree programs. GCCIS faculty are affiliated with centers across RIT including RIT’s Center for Media, Arts, Games, Interaction, and Creativity, a cross-disciplinary center of excellence for pure and applied research and commercial development, soon to break ground on a $30 million studio facility. These partnerships offer students an unequaled range of program options; committed, experienced faculty; myriad research and co-op opportunities; and student access to incredible laboratory equipment and facilities. In short, GCCIS and its alliances with other colleges at RIT form a living/learning computing education powerhouse. The Golisano College is seeking our next Dean to lead GCCIS as it continues on a positive trajectory to be on the forefront of innovation at RIT and the nation.

GCCIS is housed in a picturesque 126,000 square foot facility, opened in 2003 on RIT’s campus in Rochester, New York. From life-saving software applications to interactive educational games, everyday GCCIS faculty and students are changing the world in exciting new ways. Our college has garnered accolades and recognition as a premier computing education and applied research facility. GCCIS offers eight bachelor of science degrees: computer science, computing and information technologies, computing security, game design and development, human-centered computing, new media interactive development, software engineering, and Web and mobile computing. GCCIS faculty members are internationally-recognized leaders in their fields, and expose their students to renowned hands-on educational instruction. GCCIS students co-op and go on to work at many of the world’s largest tech firms and have developed groundbreaking products like Kinect for Xbox 360 and Square. Innovations are made every day at GCCIS. Princeton Review ranked RIT’s undergraduate and graduate degrees “6th in Video Game Design” in 2015 while LinkedIn ranked RIT 25th for how successful new graduates are at securing desirable software development jobs.

Classroom learning is only one part of a GCCIS education. Our computing programs offer students the opportunity to gain paid, professional experience through cooperative education—alternating periods of on-campus study with periods of full-time, paid employment in industry.
Co-op provides students with a broad view of the career opportunities available and deepens their understanding of their academic studies. It is an especially valuable way to build our students’ industry experience and set them apart from other graduates in the job market (GCCIS students have a 94% placement rate).

In fall 2015, GCCIS had 2,650 undergraduate students and 780 graduate students. There are 116 faculty members who promote an academic environment that encourages creativity, the sharing of ideas, and an enriching quality of life for all students. In addition, our Women in Computing program fosters personal growth and professional development by inspiring confidence in its members. As an inclusive organization, Women in Computing supports all interested in computing while promoting the success and advancement of women in the field.

GCCIS will lead in preparing students to meet the immediate and future needs of industry, applying research to address significant computing and information science challenges, and accelerating economic growth. The GCCIS mission includes:

- Educating students to meet the immediate and future needs of industry and to support the intellectual development and growth of its graduates throughout their careers
- Performing research that is focused on providing viable solutions to the real-world problems facing our global society while informing and improving student teaching
- Partnering with industry to accelerate economic growth both regionally and nationally while informing and improving student teaching, research experience, and placement


**KEY RESPONSIBILITIES OF THE DEAN**

RIT seeks an exceptional leader to serve as its next Dean of the B. Thomas Golisano College of Computing and Information Sciences. Reporting to and working with the Provost, and in coordination with the Deans from other colleges, the GCCIS Dean will have responsibility for the strategic, programmatic, financial, fundraising, and management operations that support the mission and vision of GCCIS and its role within RIT.

The Dean will:

- Define and execute a vision for the future by articulating distinctive needs and opportunities in a GCCIS strategic planning process within the context of the RIT strategic plan
- Provide inspirational intellectual and research leadership for faculty, students, staff, donor partners and professional colleagues
- Along with department chairs, assure the continued prominence of the faculty by prioritizing the recruiting and retention of distinguished faculty at all levels with a focus on diversity
- Inspire and reward excellence in teaching and learning best practices at both the undergraduate and graduate levels
- Promote and enhance a strong research agenda that better informs student teaching
- Serve as the principal steward for the College’s resources—faculty, staff, and students—and oversee the College’s budget and facilities
- Take a leading role in attracting external funding from federal agencies, corporations,
foundations and interested donors to support the GCCIS mission

- Leverage space and technology for the advancement of faculty, students, and staff in light of increasing student applications and enrollment
- Assure that GCCIS continues to serve its students with academic programs of the highest quality and effectiveness, promoting excellence as well as diversity in undergraduate and graduate degree programs
- Identify opportunities in emerging areas of computing and information sciences for new programs and interdisciplinary initiatives within GCCIS and in partnership with RIT’s other colleges to maintain a strategic programmatic advantage
- Advocate internally for staff and resources to support a growing research agenda, faculty, and student population
- Develop relevant industry and professional partnerships
- Serve as a public voice for GCCIS faculty, staff, and students to bring a heightened level of visibility within RIT, the region, and beyond

PROFESSIONAL EXPERIENCE/QUALIFICATIONS

The successful candidate will be an energetic, self-assured individual and will have the highest commitment to academic and scholarly standards. He/She must exhibit the vigor and imagination necessary to promote those standards effectively, and must be able to recognize and promote academic excellence in all its forms. As an accomplished scholar leader, compelling candidates will be able to inspire faculty and students with a sense of pride and purpose, serve as an innovative leader to grow and build high quality programs, and provide a dedicated and established commitment to both undergraduate and graduate education.

Furthermore, qualified candidates will bring the following professional experience:

- The ability, in conjunction with the faculty and other administrative leaders, to articulate a vision at a complex institution and to develop and implement a plan to achieve this vision;
- Significant leadership, management, and financial experience in complex higher education or similar environment;
- Informed knowledge and appreciation of higher education: A commitment to and experience in supporting and cultivating a distinguished, accomplished, and diverse teaching and research faculty, deep respect for and engagement with students, coupled with a commitment to attract the strongest of them, preserving and extending their diversity at both undergraduate and graduate levels;
- An understanding of, and an appreciation for, tenure and promotion portfolios that may include intersections with the arts and humanities, as a result of the wide range of faculty backgrounds, research, creative work, methods of dissemination, and impact measures beyond traditional computing work and practices;
- Raising the profile and prominence of an institution by providing creative and distinctive leadership: demonstrating extraordinary and relevant judgment, and the sense for identifying and capitalizing on opportunities to advance academic excellence;
- The intellectual leadership, drive and curiosity to provide guidance in order to drive and enhance a research agenda and program;
- Navigating multiple stakeholder groups, managing ambiguity, and advancing innovation and excellence on behalf of an organization;
- Experience in identifying and leveraging resources on behalf of an organization: leveraging technology, diversity, key relationships;
• Impeccable personal and professional integrity.

**LEADERSHIP CHARACTERISTICS**

Compelling candidates shall demonstrate:

• Effective and functional leadership skills required to guide, mentor, and envision a compelling strategic plan;

• Collaborative and interpersonally agile; easy to approach and talk to; relates well to all kinds of people; makes a compelling first impression and builds solid relationships;

• An extraordinary ability to solve complex problems; superior skill at interpreting and aggregating information in order to make informed decisions; an interest and commitment to the new and different; personal wisdom and experience to come to the best conclusion and solution, given the situation;

• A breakthrough and innovation mindset, proven skill to imagine the future, informed by trends and market knowledge;

• Outstanding communication skills and an engaging style with strong interpersonal skills; writes and presents effectively; adjusts to fit the audience; keeps people informed;

• Demonstrated ability to lead within by consensus and with transparency;

• Effectiveness in persuasion and advocacy demonstrating the ability to lead sophisticated and effective development and fundraising activities;

• The ability to articulate a vision for GCCIS, including goals, accomplishments, and needs, to a broad range of external constituencies, including alumni, academic, government, and business and industrial communities;

• A demonstrated ability to identify opportunities and a willingness to seize those opportunities while assuming responsibility for appropriate risks;

• Dedication to creating a diverse, open and inclusive environment and to promoting all aspects of diversity at RIT and GCCIS;

• Be an effective strategist full of ideas and possibilities; have broad interests and knowledge; can both create and bring exciting ideas to the institution; be comfortable speculating about alternative futures;

• Strong critical thinking skills: Quickly separates the mission-critical from trivial and irrelevant; is able to quickly focus on the next most relevant steps;

• Organizational skills: resourceful; effective and efficient at marshalling multiple resources to accomplish complex tasks and challenges; can work on multiple tasks at once while keeping the context for the larger institutional picture; foresees and plans around obstacles;

• Management savvy: leads people effectively; gets the most and best from all constituencies; inspires others to work collaboratively to own good ideas; measures accomplishments, holds people accountable; negotiates to achieve a fair outcome or promote common cause; inspires others; builds motivated, high-performing teams; understands what motivates different people and gives useful feedback; delegates and develops; agile in managing multiple stakeholder groups;

• Courage: Fearlessly takes on all issues, challenges, and people; comfortably confronts and works through conflict; delivers negative feedback and messages without hesitation; deals promptly and fairly with human capital challenges; uses discretion and is appropriately transparent; is energized by tough challenges; is unafraid to take tough action;

• The ability to read and engage people: can diagnose strengths, weaknesses, and potential; hires the best, comfortable managing all constituent groups; at ease; easy to talk to and get to know; listens attentively; has a positive outlook and sense of humor; deals calmly with
stress and facilitates the success of others;
- Is a person of high *morale and ethical character*; is consistent and acts in line with a clear and visible set of values and beliefs; deals and talks straight; walks his/her talk; is direct and truthful but at the same time can keep confidences;
- *Adaptable and flexible*: awareness of self and impact on others; responsive to feedback; can navigate complex situations and opposing views.

**EDUCATION**

The next Dean of the B. Thomas Golisano College of Computing and Information Sciences should possess an earned terminal degree or equivalent relevant professional experience with a record of distinguished scholarship, research, and teaching, suitable for appointment as a tenured full professor.

**COMPENSATION**

Rochester Institute of Technology offers an attractive compensation and benefits package, commensurate with the successful candidate’s background and experience.

**NOMINATIONS AND APPLICATIONS**

The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. For priority consideration, please apply by *Monday, November 23, 2015*.

Applications should include 1) a detailed curriculum vitae, 2) a letter or statement summarizing the applicant's personal vision and relevant leadership experience, and 3) the applicant’s preferred contact information. To ensure full consideration, inquiries, nominations and applications should be submitted electronically (single PDF files preferred) in confidence, to:

**rit-gccis@kornferry.com**

**KORN FERRY CONTACTS**

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<tr>
<th>Paul Chou</th>
<th>Josh Ward, Ph.D.</th>
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<tr>
<td>Co-Managing Director / Senior Client Partner</td>
<td>Senior Associate</td>
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<tr>
<td>Global Education Practice</td>
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</tr>
<tr>
<td>1835 Market Street, Suite 2000</td>
<td>1835 Market Street, Suite 2000</td>
</tr>
<tr>
<td>Philadelphia, PA 19103</td>
<td>Philadelphia, PA 19103</td>
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<tr>
<td>(215) 656-5316</td>
<td>(215) 656-5362</td>
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<td><a href="mailto:paul.chou@kornferry.com">paul.chou@kornferry.com</a></td>
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At Rochester Institute of Technology, we are committed to building a culturally diverse community. We actively encourage women, people with disabilities, and members of minority groups to apply. RIT is an affirmative action/equal opportunity employer.